

With their 18 week academy training completed, Officers Hickey, Spindola and Mendoza will now begin field training. Each will be assigned to one of three experienced Field Training Officers, who will each likely work with all three new officers in different phases of training. The Field Training Officers (FTOs) will be responsible for developing the new officers so they can work independently, as they learn to apply their recently acquired classroom knowledge in field situations. Field training often takes as long or longer than academy training, and some trainees never make it through.

Planning for the Next Police Officer Recruitment is Underway

With the hiring of six new officers in 2012, the Covina Police Department is currently fully staffed; however, vacancies sometimes occur suddenly, and it is our goal to maintain a list of eligible candidates should vacancies occur during the next year.

Anyone considering a career as a police officer should understand the long arduous process of attaining this goal, and prepare accordingly. The application and testing processes alone typically take months to complete. Applications are carefully screened and not all will be selected to participate in testing. Candidates successful in the application phase will be invited to participate in the Physical Agility Test. Those passing the Physical Agility will be invited to take the written exam later the same day. The pass rate for these two tests is usually less than 50 percent. Those that pass, will be invited to participate in the oral panel interview, which also has a high fail rate. Those who pass the oral panel interview phase, are placed on an eligibility list, and as vacancies occur or are anticipated, candidates will be called for a pre-background interview with the Professional Standards Sergeant and Administrative Services Captain. A select few are chosen to go to the background phase. Those that successfully complete the background investigation, will meet with the Chief of Police and the Patrol Division Captain. Chief Raney ultimately makes the decision whether to extend a conditional offer of employment, contingent upon the candidate passing a medical exam and psychological screening.

The Covina Police Department seeks men and women who understand and possess the traits Honor, Integrity and Service. Often, persons whose personal history eliminate them as Covina Police Department candidates needlessly apply. The background process is stringent and often underestimated by police applicants. If you wish to learn more about the background process, or any other portion of the testing process, we invite you to contact Professional Standard's Sergeant Trevor Gaumer by email tgaumer@covinaca.gov or phone 626-384-5601.

